

WORKSHOP 3: Together Toward Maturity

MATT CHANDLER

- ↳ Suggestion for what to do with scriptures:
 - Follow the disciples from Ephesus (acts) then read in revelation, 40 yrs. later
 - Same case with the church at Philippi
- ↳ Revelation 2:1
 - Speaking to the church at Ephesus
 - When the city had changed the people were very transparent about their faults
- ↳ Ephesians 4
 - “Ephesians 2:1-10” is the gospel...memorize it
 - God gave the offices to the church: apostles, prophets, evangelists, pastors, teachers...for the equipping of the saints for the work of service to the building up of the body of Christ, until we all attain the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ
- ↳ As pastors many times we see ourselves outside of the passage (as managers), and not as if we were part of it
 - We have said, “they are the flock, we are the shepherds”
- ↳ Statistics:
 - 70% of pastors say they have no close friends
 - 30% have had serious marital crisis
 - 52% would describe their spiritual development as arrested
 - 25% candidates for burn out
 - 7 out of 8 pastor wives experienced depression
- ↳ The church can't keep turning a blind eye to these problems
- ↳ Village Church
 - 76 staff for two campuses
 - 0 turnover in the last 6 yrs. unless someone was fired for hurting the kingdom!!
- ↳ Two big questions by church leaders
 - How are we going to do this?
 - When are we going to do this?
- ↳ Staff development:
 - If it's not intentional its never going to happen!!
 - You will not accidentally develop your staff
 - If its not genuine, even what you plan won't matter!!
 - If you don't really love your people, and only lead them because it will exalt you more...it won't matter
 - Personal development
 - Divide them into 5 areas:
 - How do we create environments that encourage our staff?
 - (Friendly) Have we created a friendly and safe environment?
 - Can they come into my office and ask anything?
 - (Sabbath) Do we encourage rest?
 - (Recreationally) Is there a pressure valve?
 - Do they have a hobby?
 - Is there some way for them to let off steam?
 - (Intellectual) have we created a value where there is growth theologically?
 - Professional development
 - (Compensation) are we fair?
 - (Frustrations) do we provide safe feedback loops concerning the churches direction?
 - Do I tell them worry about your own area of ministry or are the opportunities for them to share thoughts

- (Opportunities) are there ways to advance?
 - Place people where their gifts align
- (Evaluation) is there honest evaluation?
 - Nobody would argue why former staff had gotten fired
 - They are frank and honest with their evaluation
- (Skills and knowledge) have we built out plans where we can develop their skills and develop their knowledge?
 - If there is hypocrisy between what you tell people from the stage and how you shepherd your own leaders, you are setting yourself up

↵ 2009 staff development plan for the Village:

- The first Monday of every month is “restore”
 - Meet at 9am for the sole purpose is to worship, pray, and care for each other
 - Confession, teaching from Pastoral epistles, etc. for each other
 - No tasks given to staff, regardless
 - Sometimes they do field trips
 - Its spiritually led, not task driven
- Every other month we have staff fun day
 - March 30th they had staff bowling tournament
 - May 30th they will have their family picnic
 - October 19-23rd staff retreat
 - It is not work
 - The staff has all day off (read, sleep, etc.)
- Starting after dinner testimonies are given, they have worship, communion...
 - It is week off for the staff (the same week every year)
 - ALL STAFF....
- Staff Christmas dinner
- Pay for 8 biblically counseling sessions for staff and wives
 - Pastors will struggle privately and they need a safe place to struggle
 - If they need more, it is given

↵ Structured meetings

- Executive staff meets on Monday (CFO, Operations, Exec)
- Department head on Monday 11:30-1:00
- L4 meetings
 - Example: Youth guy meets with executive pastor
 - The youth guy is responsible for scheduling the meeting with the executive
 - They meet once a month for L4
 - How are you leading the people you are given charge of?
 - Discusses how he is leading his department?
 - How are they leading among their peers? (is there collaboration between the student ministry and childrens ministry depts.)
- Department and campus specific meetings
 - Set by campus and department pastors as needed

↵ Final challenge:

- **If you are a lead pastor and you set up a system without anyone to hold you accountable and where nobody on staff can approach you, then it is a matter of time before you leave, you are asked to leave, or your church becomes an unhealthy place to work!!!!**